

**KUZZ(AM), KUZZ-FM, KCWR(FM) & KRJK(FM)**  
**EEO PUBLIC FILE REPORT**  
August 1, 2019 – July 31, 2020

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
News Anchor/Reporter	1-15,17, 19, 21-25	23
News Anchor/Reporter	1-15,17, 19, 21-25	25
Sales Assistant	1-15, 17, 19-20, 22-23, 25	20
Receptionist	1-15, 17, 19, 22-23, 25	25
Account Executive	1-17, 19, 22-23, 25	16

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over Reporting Period
1	<b>Regional Occupational Center</b> Michelle Summers 501 S. Mount Vernon Ave., Bakersfield, Ca. 93307 (661)831-3327	Y	0
2	<b>Bakersfield Adult School</b> <i>(and associated job fairs)</i> Sandra Paz 501 S. Mt. Vernon Ave., Bakersfield, Ca. 93307 (661)835-1855	Y	0
3	<b>California State University of Bakersfield</b> Career Education Center William Perry 9001 Stockdale Hwy, Bakersfield, Ca.93311 (661)664-2011	Y	0
4	<b>San Joaquin Valley College</b> Shelley McKinzie 201 New Stine Rd., Bakersfield, Ca. 93309 (661)834-0126	Y	0
5	<b>Martin Luther King Community Center</b> Linda McVicker 1000 S. Owens Street, Bakersfield, Ca. 93307 (661)322-9874	Y	0
6	<b>Bakersfield Association for Retarded Citizens</b> Sergio Soto 2240 S. Union Ave., Bakersfield, Ca. 93305 (661)834-2272	Y	0
7	<b>America's Job Center of California</b> <i>(and associated job fairs)</i> Ruben Jaurequi 1600 E. Belle Terrace, Bakersfield, Ca. 93307 (661)635-2602	Y	0
8	<b>Kern High School District</b> <i>(and associated job fairs)</i> Claudia Vasquez 2727 F Street, Bakersfield, Ca. 93301 (661)827-3301	Y	0
9	<b>Cerros Coso Community College</b> Ashley Mattos 5520 Lake Isabella Blvd., Lake Isabella, Ca. 93240 (760)379-5501	Y	0
10	<b>Employer's Training Resource</b> <i>(and associated job fairs)</i> Grant Wong 1600 E. Belle Terrace, Bakersfield, Ca. 93307 (661)635-2692	Y	1

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over Reporting Period</b>
11	<b>Department of Rehabilitation</b> Saul Lewis 4925 Commerce Drive, Suite 150, Bakersfield, Ca. 93309 (661)395-2525	Y	0
12	<b>Path Point</b> Jessica McGrath 4701 Stockdale Hwy, Bakersfield, Ca. 93309 (661)617-6170	Y	0
13	<b>Santa Barbara Business College</b> Jana Fox 5300 California Ave, Bakersfield, Ca. 93304 (661)835-1100	Y	0
14	<b>Bakersfield College</b> Denise Crawford 1801 Panorama Drive, Bakersfield, Ca. 93305 (661)395-4061	Y	0
15	<b>KUZZ Website</b> www.KUZZ.com 3223 Sillect Ave. Bakersfield, Ca. 93308 (661)326-1011	N	0
16	<b>Word-of-Mouth Referral</b>	N	5
17	<b>Internal Posting</b>	N	0
18	<b>Walk-In/Self-Referral</b>	N	0
19	<b>California Broadcasters Association</b> 5670 Wilshire Blv., Suite 1370, Los Angeles, Ca. 90036 (323)938-3100	N	0
20	<b>Internal Transfer/Promotion</b>	N	1
21	<b>AM FM Jobs</b> www.amfmjobs.com	N	0
22	<b>On Track</b> Alberta Harrison / Diana DeLeon / Imelda Juarez P.O. Box 1000, Bakersfield, Ca. 93302-1000 (661)868-5107	N	0
23	<b>AllAccess.com Website</b> www.allaccess.com	N	1
24	<b>Countryaircheck.com Website</b> www.countryaircheck.com	N	0
25	<b>Indeed.com Website</b> www.indeed.com	N	25
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>33</b>

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Participate in event/program sponsored by an educational institution relating to broadcast careers	On September 24, 2019, a KUZZ on-air personality spoke to a Communications class at California State University-Bakersfield on careers in broadcasting.
<b>2</b>	Participate in event/program sponsored by an educational institution relating to broadcast careers	On October 16, 2019, a KUZZ on-air personality spoke to Kern High School District at the Bakersfield Adult School on careers in broadcasting.
<b>3</b>	Participate in event/program sponsored by an educational institution relating to broadcast careers	On February 18, 2020, a KUZZ on-air personality spoke to a Communications class at California State University-Bakersfield on careers in broadcasting.
<b>4</b>	Participate in job fair	On October 17, 2019, our SEU participated in Kern County Dept. Human Services of Bakersfield Job Fest 2019. Station participants included our HR Director, who met with interested attendees to discuss careers in broadcasting.
<b>5</b>	Participate in scholarship program designed to assist students interested in a career in broadcasting	Our stations regularly participate in the Kern County Broadcasters Association scholarship program, providing employees of member stations attending college classes beneficial to their broadcasting career to achieve an advance degree with \$500. Our General Manager serves as a board member to the association and, in this duty, reviewed applications for the 2019-2020 scholarship. Our stations also posted scholarship applications at our facilities.

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>10</b>	Management-level training regarding equal employment opportunity and preventing discrimination	On July 27, 2020, our HR Director provided EEO training to station management, including a review of the responsibilities of the stations' EEO Officer, EEO rules and advice on determining requirements for job vacancies.